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SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF BUTTE

THOMAS HAVEN, BRETT OWENS, AND
DONAVON PATTERSON individuals, on
behalf of themselves and on behalf of all
persons similarly situated,

Plaintiffs,

v.

CALIFORNIA VOCATIONS, INC., a
California Corporation; and DOES 1-50,
Inclusive,

Defendants.

Case No. 20CV01514

**DECLARATION OF MAKENNA SNOW
OF ILYM GROUP, INC., IN SUPPORT
OF MOTION FOR FINAL APPROVAL
OF CLASS ACTION SETTLEMENT**

Date: March 1, 2023
Time: 9:00 a.m.

Judge: Stephen E. Benson
Dept.: 6

1 I, Makenna Snow, declare as follows:

2 1. I am a resident of the United States of America and am over the age of 18. I am a
3 Case Manager for ILYM Group, Inc., (herein after referred to as “ILYM Group”), the professional
4 settlement services provider who has been retained by the Parties’ Counsel and subsequently
5 appointed by the Court to serve as the Claims Administrator for the above captioned *Haven v.*
6 *California Vocations* matter. I am authorized to make this declaration on behalf of ILYM Group
7 and myself. I have personal knowledge of the facts herein, and, if called upon to testify, I could
8 and would testify competently to such facts.

9 2. ILYM Group has extensive experience in administering Class Action Settlements,
10 including direct mail services, database management, claims processing and settlement fund
11 distribution services for Class Actions ranging in size from 26 to 4.5 million Settlement Class
12 Members.

13 3. ILYM Group was engaged by the Parties’ Counsel and subsequently approved and
14 appointed by the Court to provide notification services and claims administration, pursuant to the
15 terms of the Settlement, in the above referenced Action. Duties performed to-date and to be
16 performed after Final Approval of the Settlement is granted, include: (a) printing and mailing the
17 *Notice of Pendency of Class Action Settlement and Final Hearing Date* (referred to as “Notice
18 Packet”); (b) receiving and processing requests for exclusion; (c) resolving Settlement Class
19 Members’ disputes over the number of workweeks Defendants have record of them working
20 during the Class Period, which was pre-printed on their individualized Class Notice; (d) calculating
21 individual settlement award amounts; (e) processing and mailing settlement award checks; (f)
22 handling tax withholdings as required by the Settlement and the law; (g) preparing, issuing and
23 filing tax returns and other applicable tax forms; (h) handling the distribution of any unclaimed
24 funds pursuant to the terms of the Settlement; and (i) performing other tasks as the Parties mutually
25 agree to and/or the Court orders ILYM Group to perform.

26 4. On November 28, 2022, ILYM Group received the Court approved text for the
27 Notice Packet from Counsel for Plaintiff. ILYM Group prepared a draft of the formatted Notice
28 Packet, which was approved by the Parties’ Counsel prior to mailing.

1 5. On November 30, 2022, ILYM Group received the class data file from Counsel for
2 Defendants, which contained the name, social security number, last known mailing address, name
3 of conservator and addresses (if applicable), employment dates, the total number of applicable
4 workweeks worked for each Settlement Class Member, and the number of PAGA Pay Periods
5 worked for each PAGA Employee. The data file was uploaded to our database and checked for
6 duplicates and other possible discrepancies. The Class List contained 724 individuals with a total
7 of 77,640 workweeks.

8 6. As part of the preparation for mailing, all 724 Class Members contained in the
9 Class List were then processed against the National Change of Address (“NCOA”) database,
10 maintained by the United States Postal Service (“USPS”), for purposes of updating and confirming
11 the mailing addresses of the Settlement Class Members before mailing of the Notice Packet. The
12 NCOA contains requested change of addresses filed with the USPS. To the extent that an updated
13 address was found in the NCOA database, the updated address was used for the mailing of the
14 Notice Packet. To the extent that no updated address was found in the NCOA database, the original
15 address provided by Counsel for Defendants was used for the mailing of the Notice Packet.

16 7. On December 14, 2022, the Notice Packet was mailed, via U.S First Class Mail, to
17 all 724 individuals contained in the Class List and their conservators (if applicable). Attached
18 hereto, as **Exhibit A**, is a true and correct copy of the mailed Notice Packet.

19 8. As of the date of this declaration, 199 Notice Packets have been returned to our
20 office. Of the 199 returned Notice Packets, 15 were returned with a forwarding address and
21 promptly re-mailed to the forwarding address provided. ILYM Group performed a computerized
22 skip trace on the 184 returned Notice Packets that did not have a forwarding address, in an effort
23 to obtain an updated address for purpose of re-mailing the Notice Packet. As a result of this skip
24 trace, 105 updated addresses were obtained and the Notice Packets were promptly re-mailed to
25 those Settlement Class Members, via U.S First Class Mail.

26 9. As of the date of this declaration, a total of 120 Notice Packets have been re-mailed.
27 Specifically, 15 were re-mailed as a result of a forwarding address provided by the USPS, 105 have
28 been re-mailed as a result of ILYM Group’s skip tracing efforts.

10. As of the date of this declaration, a total of 79 Notice Packets have been deemed undeliverable as no updated address was found notwithstanding the skip tracing.

11. As of the date of this declaration, ILYM Group has received 2 requests for exclusion from Megan June Proulx and Gay Lorraine Privitt. The deadline to request exclusion from the Settlement was January 28, 2023.

12. As of the date of this declaration, ILYM Group has not received any objections to the Settlement. The deadline to file an objection to the Settlement was January 28, 2023.

13. As of the date of this declaration, ILYM Group will report a total of 722 Participating Claimants, representing 99.72% of the 724 Settlement Class Members.

14. Settlement Class Members will receive a proportional share of the Net Settlement Amount through individual settlement payments, based on the number of workweeks worked by Class Members during the Class Period. The Net Settlement Amount is the amount remaining after deduction of the Court-approved payments from the Gross Settlement Amount for Class Counsel Fees and Litigation Costs, the Class Representative Service Award, Claims Administration Fees to ILYM Group, LWDA and the PAGA allocation, e.g.,

Gross Settlement Amount	\$ 585,000.00
Attorney Fees (1/3 of GSA)	\$ 195,000.00
Attorney Costs/ Expenses	\$ 20,000.00
Service Award – Thomas Haven	\$ 10,000.00
Service Award – Brett Owens	\$ 10,000.00
Service Award – Donovan Z. Patterson	\$ 10,000.00
ILYM Group Fees	\$ 13,000.00
LWDA	\$ 22,500.00
PAGA Employee Allocation	\$ 7,500.00
Net Settlement Fund	\$ 297,000.00

15. To determine a Settlement Class Members individual settlement award payment, the distribution shall be divided among all Class Members on a pro rata basis, based on the ratio of the Applicable Workweeks worked by each Class Member during the Class Period, to the total number

1 of Applicable Workweeks worked by all Class Members during the Class Period. Based on these
2 calculations, the Settlement Class Members will receive an estimated average gross payment of
3 \$410.22, with the estimated highest gross payment being \$1,223.63, and the estimated lowest gross
4 payment being \$3.85.

5 16. To determine a PAGA Employees individual settlement award payment, the
6 distribution shall be divided among all PAGA Employees on a pro rata basis, based on the ratio of
7 the Pay Periods worked by each PAGA Employee during the PAGA Period, to the total number of
8 Pay Periods worked by all PAGA Employees during the PAGA Period. Based on these calculations,
9 the Settlement Class Members will receive an estimated average payment of \$10.36, with the
10 estimated highest payment being \$36.75, and the estimated lowest payment being \$0.55.

11 17. ILYM Group's total fees and costs for services in connection with the administration
12 of this Settlement, which includes fees and costs incurred to-date, as well as anticipated fees and
13 costs for completion of the settlement administration, are \$13,000.00. ILYM Group's work in
14 connection with this matter will continue with the calculation of the settlement award payments,
15 issuance and mailing of the settlement award checks, the necessary tax filing and reporting on such
16 payments, and any other tasks that the Parties mutually agree to and/or the Court orders ILYM
17 Group to perform.

18 I declare under penalty of perjury under the laws of the State of California and the United
19 States that the foregoing is true and correct to the best of my knowledge and that this Declaration
20 was executed this 6th day of February 2023, at Tustin, California.

21
22
23
24 Makenna Snow
MAKENNA SNOW

EXHIBIT “A”

**NOTICE OF PENDENCY OF CLASS ACTION SETTLEMENT
AND FINAL HEARING DATE**

Haven v. California Vocations, Inc.
Butte County Superior Court Case No. 20CV01514

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT.
PLEASE READ THIS NOTICE CAREFULLY.**

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Settlement Share is: \$<<__>>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. If you request exclusion, you will receive no money from the Settlement. Instructions are set forth below.
Object	You may write to the Court about why you believe the settlement should not be approved. Directions are provided below.

1. Why did I get this Notice?

A proposed class action settlement (the “Settlement”) of this lawsuit pending in the Superior Court for the State of California, County of Butte (the “Court”) has been reached between Plaintiffs Thomas Haven, Brett Owens and Donovan Zachariah Patterson (collectively “Plaintiffs”) and Defendant California Vocations, Inc. (“Defendant”). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class or a legal representative of a Class Member, which is defined as:

All non-exempt employees who are or previously were employed by Defendant and performed work in California during the Class Period.

The “Class Period” is the period of time running from April 6, 2016 to May 5, 2022.

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On August 03, 2020, Plaintiffs filed a Complaint against Defendant in the Superior Court of the State of California, County of Butte. Plaintiffs asserted claims that Defendant: (a) Violated California Business and

Professions Code § 17200 *et seq.*; (b) Failed to pay overtime wages in violation of California Labor Code Sections 510 *et seq.*; (c) Failed to provide required meal periods in violation of California Labor Code §§ 226.7 & 512, and the applicable IWC Wage Order; (d) Failed to provide required rest periods in violation of California Labor Code §§ 226.7 & 512, and the applicable IWC Wage Order; (e) Failed to provide accurate itemized wage statements in violation of California Labor Code § 226; (f) Failed to reimburse employees for required business expenses in violation of California Labor Code § 2802 (g) Failed to provide wages when due in violation of California Labor Code §§ 201, 202, and 203; (h) Failed to pay minimum wages in violation of California Labor Code §§ 1194, 1197, and 1197.1; and (i) Violation of the Private Attorneys General Act [Labor Code §§ 2698, *et seq.*]. On March 29, 2022, Plaintiff Haven filed a First Amend Complaint (“FAC”) adding Brett Owens as a named Plaintiff in the Action. On July 11, 2022, Plaintiffs Haven and Owens filed a Second Amended Complaint (“SAC”) adding Donovan Zachariah Patterson as a named Plaintiff in the Action.

Defendant denies and disputes all claims asserted in the Action. Specifically, Defendant contended (and continues to contend) that the Action could not properly be maintained as a class action; that Defendant properly paid members of the class all wages and overtime that was due; that Defendant provided members of the class with all legally required meal breaks and rest breaks; that Defendants paid any members of the class all wages due them at the time of their terminations; that Defendant fully reimbursed members of the class for all required business expenses; that Defendant provided accurate, itemized wage statements to members of the class; that Defendant did not violate California Business and Professions Code section 17200 *et seq.*; and that Defendant is not liable for any of the penalties claimed or that could be claimed in the Action.

On May 5, 2022, the Parties participated in an all-day mediation with Hon. Brian C. Walsh (Ret.), a respected and experienced jurist and mediator of wage and hour class and PAGA actions. At the conclusion of the full-day mediation, the Parties were able to reach an agreement for settlement. The Court granted preliminary approval of the Settlement on November 9, 2022. At that time, the Court also preliminarily approved the Plaintiffs to serve as the Class Representative and the law firms of Zakay Law Group, APC and JCL Law Firm, APC.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Five Hundred Eighty-Five Thousand Dollars (\$585,000) (the “Gross Settlement Amount”) to fund the settlement. The Gross Settlement Amount includes the payment of all Settlement Shares to Participating Class Members, Class Counsel’s attorneys’ fees and costs, Settlement Administration Expenses, the LWDA Payment, PAGA Shares, and the Class Representative Service Payments to the Plaintiffs.

After the Judgment becomes Final, Defendant will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator as follows: (1) \$400,000 within sixty-five (65) days after final approval. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed and the Judgment is affirmed; and (2) twelve (12) equal monthly installments in the amount of Fifteen Thousand Four Hundred Sixteen Dollars and Sixty-Seven Cents (\$15,416.67) paid monthly thereafter, commencing on the first day of the first full month following the Initial Payment, and on the first of every month thereafter until the Gross Settlement Amount is fully funded.

Amounts to be Paid From the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:

- Settlement Administration Expenses. Payment to the Settlement Administrator, estimated not to exceed \$13,000, for expenses, including expenses of sending this Notice, processing opt outs, and distributing settlement payments.
- Attorneys’ Fees and Costs. Payment to Class Counsel of an award of a Class Counsel Fees Payment of no more than 1/3 of the Gross Settlement Amount (currently \$195,000.00) and a Class Counsel Litigation Expenses Payment of not more than \$20,000.00 for all expenses incurred as documented in Class

Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Actions on behalf of Plaintiffs and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.

- Class Representative Service Payments. Class Representative Service Payments of up to Ten Thousands Dollars (\$10,000.00) for each Plaintiff, or such lesser amount as may be approved by the Court, to compensate them for services on behalf of the Class in initiating and prosecuting the Action, and for the risks they undertook.
- PAGA Payment. A payment of \$30,000 relating to Plaintiffs' claim under the Private Attorneys General Act ("PAGA"), \$22,500 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA") and the remaining \$7,500 will be distributed to PAGA Employees as the Net PAGA Amount.
- Calculation of Payments to Participating Class Members. After all the above payments of the court-approved Class Counsel Fees Payment, Class Counsel Litigation Expenses Payment, the Class Representative Service Payments, the LWDA Payment, the PAGA Payment, and the Settlement Administration Expenses are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). The Settlement Share for each Settlement Class Member will be calculated by dividing the Net Settlement Amount by the total number of workweeks for all Participating Class Members that occurred during the Class Period and multiplying the result by each individual Participating Class Member's workweeks that occurred during the Class Period. A "workweek" is defined as a normal seven-day week of work during the Class Period in which, according to Defendant's records, a member of the class worked at least one-day during any such workweek.
- Calculation of PAGA Penalties Payments to PAGA Employees. The Net PAGA Amount shall be distributed to PAGA Employees irrespective of whether they exclude themselves or opt-out. The Net PAGA Amount will be divided by the total number of pay periods worked by all PAGA Employees during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective PAGA Employee during the PAGA Period. "PAGA Employees" means all non-exempt employees who are or previously were employed by Defendant and performed work in California during the period of August 3, 2019 to May 5, 2022.

If the Settlement is approved by the Court, you will automatically be mailed a check for your Settlement Share to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to insure you receive your payment.

Tax Matters. 15% of each Settlement Share is allocated to wages. Taxes are withheld from this amount, and each Participating Class Member will be issued an Internal Revenue Service Form W-2 for such payment. 85% of each Settlement Share is allocated to interest, penalties and other non-wage payments, and no taxes will be withheld, and each Participating Class Member will be issued an Internal Revenue Service Form 1099 for such payment. In addition, no taxes will be withheld from the PAGA Penalties paid to PAGA Employees, and each PAGA Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant's counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. Upon entry of final judgment and funding the Initial Payment of the Gross Settlement Amount by Defendant, Plaintiffs and the Settlement Class Members shall release all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims are defined as all class claims alleged in the operative complaint which occurred during the Class Period. The Released PAGA Claims shall be released as follows: As of the Settlement Effective Date and upon funding the Initial Payment of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall release all Released PAGA Claims, irrespective of whether they opted-out of the class settlement, and will be bound by this PAGA Release (the “PAGA Release”). “Released PAGA Claims” are defined as all PAGA claims alleged in the operative complaint and Plaintiff’s PAGA notice to the LWDA which occurred during the PAGA Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers’ compensation, and PAGA claims outside of the PAGA Period.

This means that, if you do not timely and formally exclude yourself from the settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant about the legal issues resolved by this Settlement. It also means that all of the Court’s orders in this Action will apply to you and legally bind you.

5. How much will my payment be?

Defendant’s records reflect that you have <<____>> work-weeks worked during the Class Period (April 6, 2016 to May 5, 2022).

Based on this information, your estimated Settlement Share is <<____>>.

Defendant’s records reflect that you have <<____>> pay periods worked during the PAGA Period (August 3, 2019 to May 5, 2022).

Based on this information, your estimated PAGA Settlement Share is <<____>>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than January 28, 2023.

6. How can I get a payment?

To get money from the settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: ILYM Group, Inc. (888) 250-6810.

The Court will hold a hearing on March 1, 2023 to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator’s website at www.ilymgroup.com.

7. What if I don’t want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or “opt out.” **If you opt out, you will receive NO money from the Settlement, and you will not be bound by its terms, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or “opt out,” you will be bound by the PAGA Release, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the Net PAGA Amount.

To opt out, you or your legal representative must submit to the Settlement Administrator, by First Class Mail, a written, signed and dated request for exclusion postmarked no later than January 28, 2023. The address for the Settlement Administrator is ILYM Group, Inc. P.O. Box 2031 Tustin, CA 92781. The request for exclusion must

state in substance: “I have read the Class Notice and I wish to opt out of the class action and settlement of the case *Haven v. California Vocations, Inc.*, Case No. 20CV01514.” The request for exclusion must contain your name, address, signature and the last four digits of your Social Security Number for verification purposes. The request for exclusion must be signed by you. No other person may opt out for a member of the Class, other than their legal representative.

Written requests for exclusion that are postmarked after January 28, 2023, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement. Objections may be in writing and state the Class Member’s name, current address, telephone number, and describe why you believe the Settlement is unfair and whether you intend to appear at the final approval hearing. All written objections or other correspondence must also state the name and number of the case, which is *Haven v. California Vocations, Inc.*, Case No. 20CV01514. You may also object without submitting a written objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

Written objections must be delivered or mailed to the Settlement Administrator no later than January 28, 2023. The address for the Settlement Administrator is ILYM Group, Inc. P.O. Box 2031 Tustin, CA 92781.

The addresses for the Parties’ counsel are as follows:

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9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at 9:00 AM on March 1, 2023, at the Butte County Superior Court, located at 1775 Concord Avenue, Chico, CA 95928 in Department 6 before Judge Stephen E. Benson. At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at (888) 250-6810 or write to *Haven v. California Vocations, Inc.*, Case No. 20CV01514., Settlement Administrator, c/o ILYM Group, Inc. P.O. Box 2031 Tustin, CA 92781.

This notice summarizes the proposed settlement. More details are in the Settlement Agreement. You may receive a copy of the Settlement Agreement, the Final Judgment or other Settlement documents by writing to Zakay Law

Group, APLC, 5440 Morehouse Dr., Ste. 3600, San Diego, CA 92121 or by visiting the website page provided above. If you do not request exclusion from the proposed settlement, you may but are not required to, enter an appearance in the Butte County Superior Court case on your own or through counsel.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your settlement payment.
- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks to the State Controller's Office. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.